

Underemployment

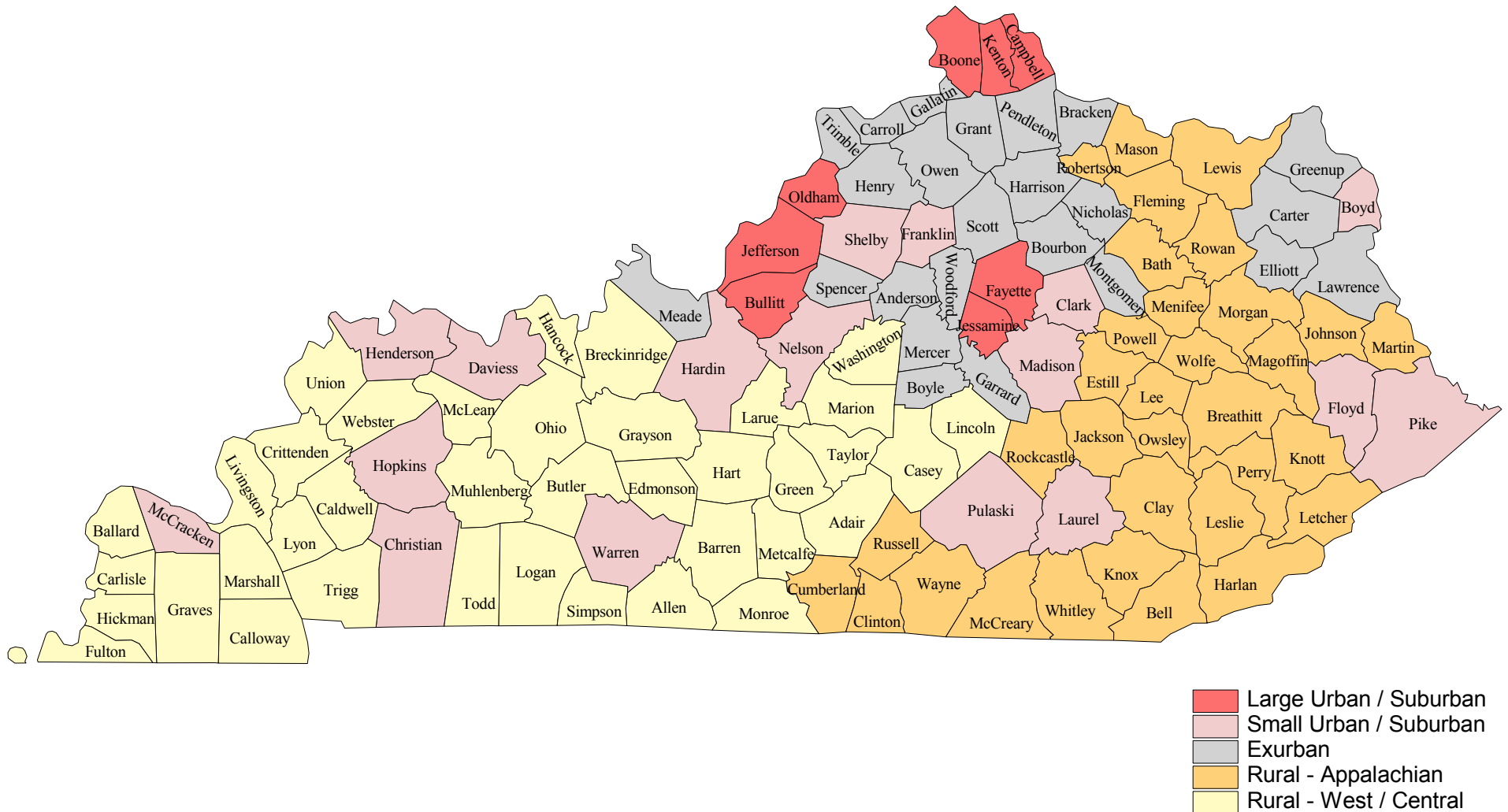
- According to the Kentucky Labor Supply and Demand Surveys conducted by the University of Kentucky and the University of Louisville in 2002, there were 33,862 underemployed persons in the Northern Kentucky WIA (see chart below). Seventeen percent of the labor force was underemployed, mostly due to persons seeking a better job match, though sixteen percent was due to persons seeking full-time work.
- Underemployment was lower in the large urban counties in the Northern Kentucky WIA than in the exurban counties.

	Underemployed Seeking Full Time Work	Underemployed Seeking a Better Job Match	Total Under- employed	% of Labor Force Underemployed	% of Labor Force Under- or Unemployed
Northern Kentucky	5,525	28,337	33,862	16.6%	20.4%
Boone	1,098	6,160	7,258	15.5%	18.6%
Campbell	1,211	6,076	7,287	16.1%	20.0%
Carroll	163	856	1,019	20.7%	27.5%
Gallatin	112	622	734	19.5%	23.0%
Grant	402	1,789	2,191	19.5%	24.9%
Kenton	2,150	10,995	13,145	16.4%	19.9%
Owen	144	772	916	18.7%	24.0%
Pendleton	245	1,067	1,312	18.9%	23.8%
Kentucky	80,882	273,823	354,705	18.4%	24.1%

- In large urban counties around Kentucky, the underemployed were
 - less likely to be married,
 - more likely to be attending school,
 - more likely to have some college or to have a baccalaureate degree,
 - less likely to have an advanced degree,
 - more likely to be non-white,
 - disproportionately in the manufacturing industry (though not in production occupations) and office and administrative support occupations
 - less likely to be in education, legal, and arts occupations than those who were employed but not underemployed.

- The underemployed were also younger and were paid about \$4.50 an hour less than those who were employed but not underemployed.
- In exurban counties around Kentucky, the underemployed were
 - less likely to be married,
 - more likely to be attending school,
 - more likely to have some college or an associate or vocational degree,
 - less likely to have a baccalaureate degree or an advanced degree,
 - more likely to be non-white,
 - more likely to have a physical limitation or learning disability,
 - more likely to be in the retail sector,
 - more likely to be in food, cleaning and personal care occupations,
 - less likely to be in management, business, and financial or social and protective service occupations,
 - The underemployed were also younger and were paid \$4.11 an hour less than those who were employed but not underemployed.

Counties in the Five Supply Side Survey Regions in the Kentucky Labor Supply and Demand Surveys



Characteristics of the Underemployed and the Employed Who Are Not Underemployed
Large Urban

	Underemployed	Employed Who Are Not Underemployed
Community Type		
Rural Farm	4.48%	3.76%
Rural Non-farm	2.99%	6.07%
Small Town	7.46%	9.25%
Suburb	35.82%	32.66%
City	47.76%	47.11%
Don't Know	1.49%	1.16%
Average Number of Children Under 18 in Household	0.79	0.77
Average Number of Children Under 15 in Household	0.61	0.62
Average Number of People Over 65 in the Household	0.09	0.14
Average Number of Grandchildren in Household	1.94	1.92
Average Length of Time Responsible for Grandchildren (Years)	5.00	3.44
Percent Married	44.78%	63.58%
Percent Currently Attending School	14.93%	10.11%
Highest Level of Schooling		
Less than High School	5.97%	6.66%
High School Graduate	16.42%	19.65%
Some College	25.38%	19.66%
Associates or Vocational Degree	10.45%	10.69%
Bachelors Degree	34.33%	27.17%
Advanced Degree	7.46%	16.18%
Average Age	37.38	41.58
Percent Hispanic	0.00%	2.02%
Primary Race Category Selected		
White	82.09%	87.57%
Non-white	17.91%	11.85%
Refused	0.00%	0.58%
Percent with Certain Health Problems		
Deafness, Vision, or Hearing Problem	2.99%	2.02%
Physical Limitation	7.46%	6.36%
Learning Disability	1.49%	3.76%
Percent with Problems Performing a Certain Task		
Dressing, Bathing, etc.	1.49%	0.87%
Getting Around Outside the Home	1.49%	0.87%
Working	0.00%	3.18%
Percent that Work Full-Time or Part-Time		

Full-time	86.57%	83.24%
Part-time	13.43%	16.76%

Average Commute Time in Minutes	18.70	18.94
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Broad Industry Category

Manufacturing	22.39%	10.40%
Wholesale	0.00%	3.76%
Retail	11.94%	12.43%
Other	65.67%	73.41%

Class of Employer

Private, profit	73.13%	55.49%
Private, non-profit	7.46%	12.14%
Local Govt.	7.46%	7.51%
State Govt.	4.48%	6.65%
Federal Govt.	1.49%	3.18%
Self Employed, not incorporated	0.00%	4.91%
Self Employed, incorporated	1.49%	3.18%
Working without pay	0.00%	0.58%
Don't Know	4.48%	6.36%

Occupation

Management, Business, & Financial	19.40%	23.10%
Social & Physical Sciences	7.47%	6.72%
Social & Protective Services	1.49%	3.50%
Education, Legal, & Arts	2.98%	12.29%
Health Care	2.99%	9.94%
Food, Cleaning, & Personal Care	10.45%	6.72%
Sales & Related	5.97%	7.89%
Office & Administrative Support	29.85%	13.45%
Farming, Fishing, & Forestry	0.00%	0.29%
Construction and Extraction	0.00%	2.92%
Installation, Maintenance, & Repair	5.97%	3.51%
Production	5.97%	4.68%
Transportation & Materials	5.97%	4.39%
Other	1.49%	0.58%

Benefits at Current Job

Percent with Health Insurance	82.54%	85.37%
Percent with Retirement Benefits	74.60%	73.81%

Hourly Pay Rate	\$16.16	\$20.82
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Characteristics of the Underemployed and the Employed Who Are Not Underemployed
Exurban

	Underemployed	Employed Who Are Not Underemployed
Community Type		
Rural Farm	9.09%	23.36%
Rural Non-farm	25.76%	16.82%
Small Town	53.03%	52.65%
Suburb	9.09%	5.92%
City	1.52%	0.93%
Don't Know	1.52%	0.31%
Average Number of Children Under 18 in Household	0.85	0.86
Average Number of Children Under 15 in Household	0.64	0.69
Average Number of People Over 65 in the Household	0.11	0.15
Average Number of Grandchildren in Household	1.92	1.93
Average Length of Time Responsible for Grandchildren (Years)	3.00	3.00
Percent Married	54.55%	69.47%
Percent Currently Attending School	9.09%	4.99%
Highest Level of Schooling		
Less than High School	12.14%	11.83%
High School Graduate	36.36%	32.40%
Some College	27.28%	15.27%
Associates or Vocational Degree	16.67%	9.35%
Bachelors Degree	7.58%	19.94%
Advanced Degree	0.00%	11.21%
Average Age	36.45	44.13
Percent Hispanic	1.52%	0.00%
Primary Race Category Selected		
White	92.42%	95.64%
Non-white	7.58%	4.36%
Refused	0.00%	0.00%
Percent with Certain Health Problems		
Deafness, Vision, or Hearing Problem	3.03%	4.05%
Physical Limitation	21.21%	8.72%
Learning Disability	10.61%	3.43%
Percent with Problems Performing a Certain Task		
Dressing, Bathing, etc.	0.00%	1.25%

Getting Around Outside the Home	1.52%	1.56%
Working	3.03%	3.12%

Percent that Work Full-Time or Part-Time

Full-time	86.36%	88.47%
Part-time	13.64%	11.53%

Average Commute Time in Minutes	25.43	23.54
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Broad Industry Category

Manufacturing	22.73%	18.69%
Wholesale	3.03%	2.18%
Retail	18.18%	10.59%
Other	56.06%	68.54%

Class of Employer

Private, profit	69.70%	52.02%
Private, non-profit	7.58%	11.84%
Local Govt.	1.52%	6.54%
State Govt.	6.06%	11.53%
Federal Govt.	1.52%	3.43%
Self Employed, not incorporated	4.55%	9.03%
Self Employed, incorporated	1.52%	1.87%
Working without pay	0.00%	0.31%
Don't Know	7.58%	3.43%

Occupation

Management, Business, & Financial	7.58%	15.19%
Social & Physical Sciences	4.55%	6.34%
Social & Protective Services	1.52%	5.06%
Education, Legal, & Arts	0.00%	9.49%
Health Care	9.09%	11.71%
Food, Cleaning, & Personal Care	13.64%	6.97%
Sales & Related	9.09%	6.96%
Office & Administrative Support	16.67%	11.39%
Farming, Fishing, & Forestry	3.03%	2.53%
Construction and Extraction	9.09%	3.16%
Installation, Maintenance, & Repair	3.03%	3.80%
Production	12.12%	11.08%
Transportation & Materials	10.61%	6.01%
Other	0.00%	0.32%

Benefits at Current Job

Percent with Health Insurance	70.18%	81.02%
Percent with Retirement Benefits	52.63%	74.09%

Hourly Pay Rate	\$13.27	\$17.38
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Detailed Information on the Underemployed

	Large Urban	Small Urban	Exurban	Rural Appalachia	Rural West
Percent of Workers Underemployed	16.3%	19.3%	17.5%	20.5%	15.2%
Percent of Male Workers Underemployed	17.8%	16.5%	18.7%	22.3%	13.8%
Percent of Female Workers Underemployed	15.2%	22.0%	16.1%	18.9%	16.7%
Percent of Part-time Workers Wanting a Full-time Job	13.6%	32.0%	19.6%	40.0%	18.9%
Reason for not Wanting Full-time Job					
Child Care Problems	14.0%	23.5%	13.5%	18.5%	16.3%
Family/Personal Obligations	17.5%	23.5%	24.3%	29.6%	16.3%
Health/Medical Limitations	7.0%	2.0%	5.4%	7.4%	11.6%
School/Training	31.6%	19.6%	18.9%	18.5%	27.9%
Retired/Social Security Limitations	12.3%	15.7%	24.3%	14.8%	14.0%
Full-time Workweek<35 Hours	5.3%	9.8%	8.1%	3.7%	2.3%
Don't Know	10.5%	3.9%	5.4%	7.4%	11.6%
Refused	1.8%	2.0%	0.0%	0.0%	0.0%
Percent of Full-time Workers Overqualified, i.e., More Training or Experience than Necessary for Job	28.1%	31.1%	33.8%	29.3%	26.3%
Percent Who Are Overqualified By Choice	39.6%	47.1%	48.6%	40.7%	44.6%
Reasons for Being Involuntarily Overqualified					
Child/Dependent Care	11.9%	16.7%	20.3%	29.2%	26.1%
Lack of Transportation	1.7%	3.7%	5.1%	2.1%	4.4%
Geographic Location	25.4%	46.3%	47.5%	56.3%	58.7%
Lack of Job Opportunities	74.6%	92.6%	86.4%	91.7%	93.5%
Low Wages at Available Jobs	57.6%	72.2%	61.0%	79.2%	78.3%
Disability	3.4%	9.3%	6.8%	2.1%	2.2%
Lack of Support from Family	6.8%	11.1%	11.9%	8.3%	4.4%
Percent of Underemployed Who Believe that Skills, Education, Exp., etc. Fit Well with Current Job	67.7%	74.0%	68.2%	58.5%	63.6%
Percent of Underemployed Who Believe They Should have a Better Job	84.8%	94.9%	95.4%	90.8%	92.8%
Percent of Underemployed Who Believe They Are Qualified for Better Job	92.5%	96.1%	95.4%	95.3%	94.6%
Reasons Given by Underemployed for Being Qualified for Better Job					
Percent Qualified Because of Education	93.4%	72.0%	75.8%	77.0%	69.8%
Percent Qualified Because of Skills	90.3%	96.0%	96.8%	93.4%	98.1%
Percent Qualified Because of Experience	87.1%	88.0%	95.1%	83.6%	96.2%
Percent Qualified Because of Training	79.0%	84.0%	91.9%	81.9%	96.2%
Percent of Underemployed Who Believe They are Appropriately Compensated	41.8%	50.0%	41.5%	44.6%	55.3%

Detailed Information on the Underemployed

	Large Urban	Small Urban	Exurban	Rural Appalachia	Rural West
Average Hourly Wage Underemployed Believe They Would be Paid in a Job that Matched Their Skills, Education, and Experience	\$ 17.34	\$ 11.21	\$ 14.97	\$ 12.71	\$ 12.78
Percent of Underemployed Attempting to Improve Skills and Training	67.2%	60.2%	62.1%	61.5%	58.9%
Percent of Employers of Underemployed Offering Tuition Assistance	44.6%	51.3%	39.1%	25.4%	37.5%
Percent of Underemployed Who Believe They Could Find a Better Fitting Job in 3 Months if They Were Willing to Relocate or Commute within a 200 Mile Region	68.2%	71.0%	73.4%	61.3%	59.4%